



London Borough of Hammersmith & Fulham

Cabinet

Key Decisions

DRAFT

LEADER

Councillor Stephen Greenhalgh

NEW CORPORATE STRUCTURE

Wards: all

This paper proposes a new corporate structure to be implemented from 20 October 2011.

CONTRIBUTORS

Chief Executive
DFCS
ADLDS

Recommendations:

- 1 That approval is given to the new structure as set out in section 2 of this report.**
- 2 That Full Council be recommended to amend the Council's Constitution to reflect the new job titles and job roles.**

HAS A EIA BEEN COMPLETED?
N/A

HAS THE REPORT CONTENT BEEN RISK ASSESSED?
N/A

1 BACKGROUND

- 1.1 In June 2011, Cabinet agreed to appoint a joint Chief Executive with the Royal Borough of Kensington and Chelsea in anticipation of the retirement of the current H&F Chief Executive, Geoff Alltimes, in October 2011. It is anticipated that the shared Chief Executive, Derek Myers who is currently the Chief Executive of the Royal Borough, will be appointed by Council on 19 October 2011. This report sets out the necessary changes in senior reporting lines at H&F to reflect the new corporate arrangements from 20 October 2011.

2. PROPOSALS

- 2.1 Both councils currently have conventional senior management teams made up of experienced chief officers with locally determined portfolios. This report sets out a proposal for bringing the two teams together.

- 2.2 It is proposed that the joint Chief Executive will directly manage:-

- The re-titled Directors of Finance of the two boroughs, Jane West and Nicholas Holgate (see paragraph 2.3)
- The Tri-borough Executive Director of Children's Services, Andrew Christie
- The new Tri-borough Executive Director of Adult Social Care
- The Bi-borough Executive Director of Environment, Leisure & Residents' Services, Lyn Carpenter (previously known as Executive Director 'A' in the Bi-borough Environment Services proposals)
- The Bi-borough Executive Director, Nigel Pallace (previously known as Executive Director 'B' in the Bi-borough Environment Services proposals). The title of the Director and the department is being discussed and will be reported at the meeting.

- 2.3 The design and the collaborative arrangements always assumed that the Directors of Finance (as differently constituted in the two boroughs) would become in effect head of the parts of the councils that were not part of Tri/Bi-borough arrangements. It is proposed that in H&F the current Director of Finance and Corporate Services, Jane West, is re-titled Executive Director of Finance and Corporate Governance and, in addition to her current portfolio, assumes line management of the re-titled roles of:

- Executive Director of Housing and Regeneration - Mel Barrett
- Executive Director – Nigel Pallace (previously known as Executive Director 'B' in the Bi-borough Environment Services

proposals) will also report to Jane West and not the joint Chief Executive on planning matters only.

- 2.4 The Executive Director of Finance and Corporate Governance will also become the Electoral Registration Officer and Returning Officer for H&F.
- 2.5 The Executive Director of Housing and Regeneration continues with his current portfolio.
- 2.6 As the changes proposed in this report largely relate to reporting lines, there are no changes in the grades or salaries of any of these posts.
- 2.7 The new structure is shown diagrammatically in Appendix A.

3. COMMENTS OF THE DIRECTOR OF FINANCE AND CORPORATE SERVICES

- 3.1 As previously reported, the arrangement to share a Chief Executive with the Royal Borough of Kensington and Chelsea achieves a saving to H&F of £120,000 per annum in a full year.

4. COMMENTS OF THE ASSISTANT DIRECTOR (LEGAL AND DEMOCRATIC SERVICES)

- 4.1 The Council’s Constitution will need to be updated to reflect the new job titles and changed job roles proposed in this report.

LOCAL GOVERNMENT ACT 2000
LIST OF BACKGROUND PAPERS

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department/ Location
1.	Bold Ideas for Challenging Times	Jane West X1900	FCS
2.	Bold Ideas for Challenging Times – Progress Report	Jane West X1900	FCS
3.	Tri-borough Implementation Plans	Jane West X1900	FCS
CONTACT OFFICER: Director of Finance and Corporate Services		NAME: Jane West	

Appendix A – Proposed new structure

